

27 February 1979

MEMORANDUM FOR THE RECORD

SUBJECT: PDP

STAT 1. [] and I met with representatives from the DCI/MAG at their request to discuss the PDP . . . they love the lists and don't understand the need for the statistics.

2. I explained the purpose of the PDP . . . it is a management tool for succession planning and any career development planning is a fall out benefit. We discussed the need to identify the ratio of qualified officers to positions, the ratio of development roster officers to positions . . . e.g., the whole concept of requirements and resources.

3. One asked why we didn't establish a firm ratio for each EL and EDR which would be applicable for all Career Services. When we pointed out the demographics of the individual Career Service population affect such ratios, and hence the managers must make this decision, only two of them saw what we were about. We explained we have our ideas of what the ideal over all is, but we are not sure that requiring each Service to meet the same ratios in the lists would serve any real purpose except more uniformity.

4. The E Service representative wanted us to use the PDP to point out to the Career Services that the Comptrollers and IG need the rotational personnel. I don't see PDP in this business.

5. I suggested that before they make their report, they review their individual Directorate PDPs with our analysis which should be available to them if and when the DDCI signs our transmittal memorandum. [] remarked he could get the whole package from the DDCI once it arrived there and didn't have to wait!

6. In discussing our approach to the DDCI for analysis, we noted our recommendation that the GS-17 EL list be used by the DDCI as a basis for discussing succession planning for the GS-18 positions. This was enthusiastically endorsed.

[]
C/PMES